



Garrison Command Newsletter

Volume 5. Issue 10

October 2002

Published by the Strategic Planning Office, Bldg 1001 Rm W316, ATTN: Cathy Davis, 618-7357

MISSION

U.S. Army Garrison provides and maintains the installation infrastructure to:

- support power projection and training of III Corps units/soldiers;
- provide a quality living and working environment for soldiers, families, retirees, and authorized civilians;
- sustain an effective partnership with our surrounding communities;
- and support the III Corps / Fort Hood transformation process.

VISION

The Army's model power projection platform, training installation, and community. A great place to train, work, and live.

Hood Hero

The Commanding General's Quarterly Hood Hero Awards Luncheon is **29 Oct**, 1130-1300, at the Fort Hood Officers' Club. LTG B.B. Bell, III Corps Commander, and COL William Parry, Garrison Commander, will present awards to individuals and teams for 3d and 4th Quarters FY 2002.

Nominations for the Hood Hero awards are due to the Strategic Planning Office no later than 9 Oct via email to Cathy.Davis@hood.army.mil or distribution stop 33. Nomination forms are in the Garrison Public Folders/Awards & PR/Hood Hero. Anyone of any rank or position can nominate anyone of any rank or position for a Hood Hero award.

The menu for the 29 Oct awards luncheon is sliced ham, sliced turkey breast, salami, sliced cheese, egg quarters, potato salad, cole slaw, assorted crackers, assorted Kaiser rolls, tea, and coffee. Tickets are \$7.50 and will be available 10 – 23 Oct at the Strategic Planning Office, Bldg 1001 Rm W316.

If you have questions about this program, contact Cathy Davis via email or at 618-7357. (SPO)

Job Fair

The Central Texas Community Job Fair will be conducted on **19 Nov**, 1000 to 1500, at the Killeen Civic and Conference Center, 3601 S. W.S. Young Drive in Killeen. No-fee job fair preparation workshops will be held on the Central Texas College (CTC) campus in early November. Call the CTC Career Center at 526-1106 for information. (AG)

TRAVEL CARD NOTICE

DoD has announced that starting on 15 October 2002, Bank of America (our travel card contractor) will close infrequent traveler accounts. These accounts fall into two categories as below.

- ♦ Travel cards that have never been used, and
- ♦ Travel cards that have not been used since April 2001.

These accounts are being closed because of lack of use or infrequent travel – not because of delinquency, misuse or failure to pay a credit card bill. This is not an adverse action but there is no recourse, these accounts will be closed. If your travel card account falls into either category make it a point to coordinate with your organizations Agency Program Coordinator (APC) before departing for official travel (TDY).

The lists of accounts that have been identified for closure (some 4600 on Fort Hood) have been distributed to your APCs for individual notification. If you are affected, you will be notified prior to 15 Oct 02. If your travel card account is closed because of infrequent use and subsequently you need the card to perform official travel, it may be reopened within 24 to 48 hours by your APC but a new application will have to be submitted. Your APC has the new specially designed application form to expedite the reopening. If your card has expired, BOA will

reissue new plastic – if it has not expired, the card in your possession will be used.

No cardholder will be stranded. If an account has been closed due to inactivity and you attempt to use the card while on travel, the card will be declined.

♦ At the point of sale you can request the merchant call Bank of America (1-800-472-1424) to have a forced authorization made on the charge.

♦ You can also contact the Bank (or your APC can call) to have the Bank temporarily reopen the account with a temporary credit line (this will be the same credit line as was previously on the account) for 10 days. You will need to have your APC submit a new application to have the account remain open permanently.

If your account is closed and you do not want to reopen your account prior to TDY, you may request a travel advance, use personal funds or a personal credit card to fund travel expenses. If you have further questions about this action contact your organizational APC or the ACofS, RM at 287-4886.

Federal Civilian Thrift Savings Plan Open Season

Federal Civilian Thrift Savings Plan (TSP) Open Season is **15 Oct 2002 – 31 Dec 2002**. During TSP Open Season, employees may start or change the way future contributions are invested in the five different TSP funds. For the year 2003, CSRS employees may contribute up to 8% of basic pay each pay period. FERS employees may contribute up to 13% of basic pay each pay period. The IRS elective deferral limit for 2003 is \$12,000.

Open Season elections may be made via the Army Benefits Center – Civilian (ABC-C) using the Employee Benefits Information System (EBIS) at

<https://www.abc.army.mil> or by calling the Interactive Voice Response System (IVRS) at 1-877-276-9287 or 1-877-276-9833 (TDD Number). Counselors are available through the IVRS from 6:00 AM to 6:00 PM Central Standard Time Monday through Friday (except Holidays)! To speak with a counselor, you will need a Personal Identification Number (PIN) or to access ABC-C using EBIS, you will need a PIN number and password.

Do you have your PIN number and password? Need help getting one? The Support Section at Civilian Personnel Advisory Center (CPAC) will be glad to help you. Please call 288-2059 or 288-2016 to schedule an appointment.

Remember Open Season changes affect only your future contributions. If you want to make a contribution allocation and/or interfund transfer, you can request it by either the Thrift Savings Plan (TSP) Web site at <http://www.tsp.gov>, the ThriftLine at (504) 255-8777, or by completing the TSP-50, Investment Allocation form and mailing it to the address shown on the form. This form can be obtained from your CPAC. Contribution allocations direct the way your future payroll contributions will be invested. Interfund transfers move existing money from one fund to another. (CPAC)

Army Family Team Building

Army Family Team Building is looking for a few good Fort Hood leaders. Have you asked, "What is AFTB all about?" If so, stop by the Lane Volunteer Center, corner of Hood & Old Ironsides, on **10 Oct** from 0930-1130 or 1300-1500 and "Discover the World of AFTB." We will have displays and information on AFTB, and instructors will be on hand to answer any questions you may have about the program. Come out and discover how AFTB can open up a whole new world for your soldiers' family members.

Spouses of Deployed Soldiers Support Group meets on the first Tuesday and third Thursday of each month at Lane Volunteer Center.

The support group offers a forum where family members can share their experiences and expectations. Social Service representatives from Army Community Service, Family Advocacy, and Army Chaplains will be available at the support group to assist family members. Future support group meetings will include workshops on coping with loneliness, marriage enrichment, care-package construction, reunion training, children's activities, Learn a Craft Night, etc. Refreshments and childcare are provided. The next Spouses of Deployed Soldiers Support Group meets on 1 and 17 November, 1800, at Lane Volunteer Center. To RSVP or for additional information, contact Army Community Service, Soldier and Family Readiness Branch, at 288-5155 or e-mail David.Gretsch@hood.army.mil. (DCA)

Family Readiness Group Certification Course ***4 - 5 November 2002***

Army Community Service, Soldier and Family Readiness Branch, offers a 2-Day Family Readiness Group (FRG) Certification Course. Classes are offered at the Lane Volunteer Center to assist Family Readiness Group Leaders and key FRG members learn the ins and outs of developing an FRG. You may sign up for individual classes or the entire certification course. Door prizes and gifts will be available. Join us for the best Family Readiness Group training in the Army!

All classes are held at the Lane Volunteer Center, Bldg 16005, located on the corner of Hood Rd and Old Ironsides Ave. Funded childcare is available for pre-registered students for daytime classes only.

For dates and times of classes, visit the Mobilization/Deployment website at: www.hoodmwr.com/mobdep.html
Call 288-5156 or 287-7673 to register. (DCA)

Rear Detachment Officer/NCO (RDO) Course

The RDO course is a 4-day course concentrating on the effective accomplishment of military-related missions and responsibilities. RDOs are given basic instruction in a wide variety of areas ranging from personnel management and casualty procedures to property accountability and weapons registration. The RDO course also addresses family support systems, family readiness group issues, and operations to prepare the RDO for the challenges that arise during deployments.

Family Readiness Group Leaders are cordially invited to attend the first two days of the RDO course to gain knowledge of the military and local resources and to participate in the problem-solving exercises and scenarios.

The RDO course is conducted monthly. The course fills quickly with only 40 students allowed at one time. The next available course will be 18 - 21 November. Class starts at 0900 each morning and ends at 1630 with an early out at 1500 on Thursday. Location is the Lane Volunteer Center, Bldg 16005, on the corner of Hood Road and Old Iron Sides Avenue.

To enroll, send the candidate's name, rank, unit, phone number, and month/dates desiring to attend to Daniela.Kendall@hood.army.mil.

See future RDO course schedules and enrollment instructions at www.hoodmwr.com/mobdep.html
For more information, call 288-5156 or 287-7673. (DCA)

***Check out the Fort Hood
ICE Page at***

<http://ICE.DISA.MIL/>

ACAP Center

Soldiers and spouses enrolled in ACAP are strongly encouraged to use all services offered by the ACAP Center to be well prepared for the upcoming fall job fair. This is the time to perfect that

resume and practice those interviewing skills! For more information, call the ACAP Center at 288-ACAP or 288-JOBS. (AG)

Volunteer Opportunities

Drop by and get the scoop on some terrific volunteer opportunities we have to offer! We look forward to meeting you. You are eligible for 50 hours a month of funded childcare while you're volunteering. For more information or to set up an appointment, visit the Lane Volunteer Center, Bldg 16005, Old Ironsides Avenue or call Tracy Thomas at 287-VOLS (8657) (DCA)

Make a Difference Day

Come join Fort Hood and Central Texas, neighbors together as one, to make a difference on **26 Oct** by taking part in a "national day of doing good" -- Make A Difference Day!

Make A Difference Day is a terrific opportunity to get something special accomplished for your organization or to make a positive difference for a worthy organization or needy individual. To get involved, please call Tracy Thomas at 287-VOLS (8657), Sharon Rice at 287-8355, or TracyLynn Marquis at 288-3566 or email Tracy.Thomas@hood.army.mil. No project is too big or too small. Groups or individuals are welcome!

All participants are invited to a special reception hosted by LTG and Mrs. Bell and CSM and Mrs. Gravens, **19 Nov**, 1645 - 1900 at Fort Hood's Phantom Warrior Center.

For more information or to set up an appointment, please call Tracy Thomas at 287- VOLS (8657). (DCA)

What Can The ABC-C Do For You?

The Army Benefits Center – Civilian (ABC-C) is a centralized service center for Department of Army civilian employees. You can access the ABC-C by telephone via a toll-free number or through the internet. The ABC-C automated systems are available almost 24 hours a day and benefit counselors are available to

assist employees between the hours of 0600 and 1800.

The ABC-C can assist you with the below listed benefits. We also process actions associated with your benefits:

- Life insurance
- Health insurance
- Thrift Savings Plan
- Death/Survivorship
- Retirement estimates
- Retirement
- Buy-back of military and/or civilian time for retirement purposes

As a new employee, the ABC-C is where all of the benefits elections are made after you have started working.

As a current employee, the ABC-C is where you can change your benefits elections when necessary.

During open seasons for benefits, you can create transactions for changes, view those pending changes, and view the new elections after the effective date.

You can also inquire about paying for military or civilian time that you wish to count towards retirement. and you can estimate retirement benefits on the web site using the calculators. (Once you have decided to retire, you will forward your application to the ABC-C for processing.)

The ABC-C web site. Our web address is <https://www.abc.army.mil>. You can also reach us via the CPOL web site by clicking on the "links" button on the CPOL home page. Using the ABC-C web site is the ideal way to review your personal benefits information using your Personal Identification Number (PIN).

For example, you can look into upcoming open seasons, initiate changes when necessary, and plan your retirement. Or, you can obtain general information on health and life insurance, retirement estimates, and the Thrift Savings Plan (TSP).

You can also access information helpful to new employees, and you can use a diagram that will help you use our web site or telephone system.

You can also let us know how we're doing by completing the survey.

Logging into the secure area of the web site. To log into the secure area of the web site, you must have a Point-of-Entry (POE) password. You create your own password, and you can change it at anytime as necessary. (NOTE: Your POE password will expire after 90 days if you do not change it from the date it was created.)

To create your POE password, you will need a recent SF50 (Notification of Personnel Action) so you can enter information that will be verified against the database. Once your information has been verified, you will be prompted to enter a new POE password and you will go to the next page automatically. You then must click on "Army EBIS" to reach the secure area.

Once you are in the secure area, you will use a 6-digit PIN, created by you, along with your SSN to view your personal information, or to create transactions and work through retirement calculators. This PIN is the same PIN that you used on the ABC-C telephone system. (NOTE: If you have not created a PIN or do not remember it, just click on "PIN" and follow the on-screen prompts.)

Once you have a PIN, you are ready to explore the web site and create transactions. If you require further assistance, contact the SWCPOC Help Desk at DSN 856-2000 or commercial 785-239-2000.

Reaching a counselor. You can reach a counselor at the ABC-C by calling the toll-free number and following the menu prompts until you reach the functional area that can best answer your questions. When you dial through properly, the counselor will already have your basic information on the computer screen.

Visit our web site for a diagram outlining the telephone system. The current toll-free numbers are:

- CONUS 1-877-276-9287
- Belgium 0800-78245
- Italy 800-780821
- Japan 00531-1-20378

- Korea 00798-14-800-4766
- Netherlands 0800-0232739
- Saudi Arabia 1-877-276-9287
(same as the CONUS number)
- United Kingdom 08-000857723
- Germany 0800-1010282
(CPAC)

Retirement Planning

Remember that in order to identify and correct problems and to assure timely payment, you need to submit your retirement application and associated paperwork at least **90 days** before the date you plan on retiring. Keep in mind that the busiest months for retirements are January, June, September, and December.

To see what is required and for complete instructions on how to complete your retirement package, visit the ABC-C web site and go to “Information”, then “Retirement”, then “Information”, then “Completing the Retirement Package”.

If you have questions or need assistance, please use the ABC-C toll-free telephone number to reach a counselor between 0600 and 1800. (CPAC)

Free Training Available

Do you want to sponsor a “lunch & learn” session that will reenergize your employees? Then call the POC listed below to schedule the “Fish” story. This interactive training raises awareness of how our attitude affects what we do, how we do it, and how we can have fun!

FISH is a real life philosophy and has been used in many major corporations to boost morale and make innovative improvements in business processes.

If you would like to sponsor a lunch/learn for your organization, or host a training session during Sergeants’ Time or any other time, please submit your request to Ms. Vivian Robinson, SPO, 618-7359. (SPO)



Four Challenges to Face When We “Manage for Results”

As we start Fiscal Year 2003 and the Installation Management Agency comes into its own, we at Fort Hood and other installations face many challenges. An area of concern is the requirement to “Manage for Results” and what is required for us to do so. Our President has directed and committed to performance based budgets and a rethinking of program execution to reach intended goals. The significance of those two presidential requirements causes us to use performance information in making management decisions. To accomplish what the president asks we must address four challenges of Management for Results.

Challenge #1: Involve customers, stakeholders, and employees in order to define expected outcomes from the change. To obtain that support requires selecting meaningful measures of progress, avoiding the pitfalls that can derail Strategic Planning, establishing collection of accurate and timely information along with meaningful data analysis, and ensuring that decisions derived from that process are communicated to the customers, stakeholders, and employees.

Challenge #2: Increase the use of performance information to get results. Results of the performance information needs to be relevant for day-to-day management and operations, be useful for policymaking and provide answers to the hard performance questions, be able to link performance and budget decisions to consequences, and provide information to third parties (contracted services) in order to improve those relationships.

Challenge #3: Achieve Crosscutting outcomes. This is not a government strong point but makes sense. We must find who (organizational) is the best at performing specific tasks or missions, hold organizations responsible for results, and learn how to set goals for programs for which we do not have authority to change or alter.

Challenge #4: Change the jobs of individuals, organizations, and institutions. To achieve results, jobs and missions must change. To do so requires we provide job coaches to individuals so they understand what is expected under any new system, organizations need to learn how to function even though they are decentralized and spread geographically, and institutional mindsets must accept that the measure of success is not establishing a good beginning, but that the end performance needs to make good on the promises. (SPO)

For more information, call 618-7351. (SPO)

DPW CA Update

Work continues on the steps necessary to begin implementing the Most Efficient Organization (MEO). These actions include completing the Final Decision Report and continuing work on the various personnel action requirements preceding a Reduction In Force (RIF) action.

The draft Final Decision Report, summarizing the results of the CA study competition, was sent to FORSCOM for review. After their review, FORSCOM will notify Congress of the final study decision, thus completing the final approval phase of the process. Review and approval of this report should be completed around 15 October, which will finalize the timelines for transition to the MEO as depicted on the DPW website.

Several personnel actions including establishing and revising job descriptions were completed in preparation for a MOCK RIF. West CPOC, assisted by our local CPAC and other installation activities, is conducting a MOCK RIF and working other actions to prepare for a formal RIF later in the year to realign our workforce.

A considerable amount of work will be accomplished over the next few months on the transition to the MEO. With a RIF, organizational changes, and other adjustments that will occur, we can expect some “bumps in the road”. With everyone’s patience and support, we can

overcome these disruptions and accomplish this transition in an orderly manner. Updated information will be provided as it becomes available by means of email, the website, and the installation newsletters. Our goal is to continue good communication with all members of the DPW workforce and their installation partners during this transition period. (DPW)

DPW Town Hall Meeting

COL Randall Butler hosted his first Town Hall meeting for the DPW employees on 16 September 2002. Over 200 employees took advantage of this great opportunity to meet with their new DPW and to receive information updates on all areas of the DPW.

After welcoming the workforce, COL Butler led a meeting that included an update on the status of the CA study, a brief introductory background of himself, his leadership philosophy and goals, and an employee question and answer session.

COL Butler stressed that people are a major concern. As the DPW, he plans to be a heat shield, promoter, steward, and cheerleader for the DPW. As a heat shield, he will interface with senior organizations to help minimize interference with his people in completing their work. As a promoter, COL Butler wants to meet with the installation commanders and educate them on what DPW does for them. As a steward, he will watch over the spending of the finances provided to DPW. He emphasized that prevention of fraud, waste, and abuse is a high priority. As a cheerleader, COL Butler will support his employees and update them when he has information to share. In return, he stated that he expects loyalty, integrity, and pride in workmanship from all his employees. He emphasized the need to work together as a team and for good communication both within and outside the DPW organization.

A question and answer session followed with numerous questions concerning issues associated with the CA study, transition to the

MEO, and impacts of RIF and other actions. Most questions were answered at the meeting, and the questions and answers will be posted on the DPW web for employees to review. Additional information needed to complete or clarify answers on some questions will also be included. COL Butler did emphasize the need for each employee to make sure his or her Official Personnel File (OPF) is updated with any new relevant information before the formal RIF process begins. His staff will provide guidance to employees on updating their records.

In closing, COL Butler encouraged everyone to participate in the DPW annual picnic scheduled for 10 October. (DPW)

DPW ICE Site!

Everyone will soon begin receiving DPW business cards inviting you to “Rate Our Performance!” using the Interactive Customer Evaluation (I.C.E.) program site. The DPW website has a direct link to the ICE site to enable you to easily rate our quality on the many services we provide. The ratings can be done at anytime, from your work or your home computer.

The business card provides the DPW website address where you can easily rate a service, as well as access a myriad of other information about DPW products and services. Our great DPW employees will hand these cards to our customers as they perform work orders and provide other services. The cards will also be available at all main DPW business offices.

The DPW website address is <http://www.dpw.hood.army.mil>. Just select the customer survey button, and you’re on your way. Customer service is our business! Your input helps us know how we are doing in meeting our goal of providing quality service to you and your organization. So please, when you get a chance, let us know how we are doing. Hit our website and “Rate Our Performance!” (DPW)

Is Your Organization in an Innovation Rut?

Elaine Dundon, in her book, *The Seeds on Innovation*, writes, “Innovation cannot thrive in organizations that are in an Innovation Rut! To help you determine whether your organization appears to be in an Innovation Rut, take a look at the following twenty-five statements and place a checkmark beside the statements that reflect the current state of affairs in your organization.

Consider your total score. As in golf, the lower the score, the better. If your score consisted of eight or fewer checkmarks, congratulations! Your organization seems to be on its way to becoming an Innovation Powerhouse. If your score consisted of nine to sixteen checkmarks, your organization could definitely benefit from implementing an innovation agenda. However, if your score consisted of more than seventeen checkmarks, your organization is undoubtedly in an Innovation Rut and needs to take corrective action immediately.”

Innovation Rut checklist.”

Agree (✓) Statement

- 1__ Our products or services have lost their competitive edge.
- 2__ We lack consensus on what we would like to see happen within our organization in the next few years.
- 3__ We spend more time discussing the present and the past than we do on looking to the future.
- 4__ We spend more time on internal issues than in pleasing our external customers.
- 5__ We rarely acknowledge and discuss our weaknesses.
- 6__ We rarely invite “outsiders” in to give us another perspective.
- 7__ We’ve stopped challenging the “way it’s done around here.”
- 8__ Valuable information is being held too tightly and not shared.
- 9__ Our planning process is inadequate for today’s marketplace.
- 10__ We don’t take the time to discuss alternative approaches or options for improvement.
- 11__ We think too small when we could be thinking BIG.

12__ We don't spend enough time identifying new ideas.

13__ We don't spend enough time developing new ideas.

14__ Great ideas often get blocked in our "system."

15__ Most of our ideas are incremental ideas or very small changes in what we are already doing.

16__ Our decision-making processes are too slow.

17__ I am unsure how decisions are made.

18__ Good ideas are often underfunded.

19__ Good ideas are often understaffed.

20__ Our organization is bureaucratic and has too many layers, rules, and policies.

21__ People complain that our organization is not very innovative.

22__ Innovation efforts are not rewarded or recognized.

23__ Good people are leaving our organization for better opportunities elsewhere.

24__ There is too much internal competition.

25__ People aren't really enjoying their work.

Total number checks =

Innovation begins with YOU!!

BE INNOVATIVE AND SUBMIT YOUR SUGGESTION TO THE ARMY SUGGESTION PROGRAM TODAY!! CALL 287-IDEA FOR MORE DETAILS. (SPO)

DPW Employee And Team Of The Quarter Awards

The DPW Employee of the Quarter and Team of the Quarter awards program is designed to recognize individuals and teams for outstanding achievement, special or heroic acts, bright ideas and inventions, exceptional customer service, process improvement, partnership development, outstanding volunteer or community service, or any other performance which may warrant special recognition. This is an employee-driven program whereby peers may recognize another employee's accomplishments. All employees -- DA civilians, contract employees, or military -- are eligible for nomination.

A non-supervisory awards selection board convened and chose the employee and team for the 4th Quarter. Mr. Jeffrey Brinson was chosen as Employee of the Quarter. He was nominated because of his hard work, professionalism, and dedication to Fort Hood Fire & Emergency Services. Firefighter Brinson excels above and beyond his required duties and is also an active member in his community. He assists personnel with proper health and physical fitness training. His vast knowledge in physical fitness allows him the ability to give physical fitness training advice to others. During off duty hours, Firefighter Brinson is an active citizen in his community. On his own time, he also serves as a public relations representative at various functions for the Fire Department. For example, he participated in the fire truck pull hosted by the Killeen Fire Department to raise money for the Special Olympics.

The Team of the Quarter award went to the Fire and Emergency Services Division, Station 1, B-Shift Employees. Team members are Jonathon Hancock, Chris A. Mayo, Sgt Anthony J. Klima, Noel L. Charpentier, Eric A. Cook, Spc Floyd Standifer, Anthony Griffin, Robert L. Perkins, Spc Eric Martinson, Chad Wessels, Lewis M Stoliker, and Pvt Kevin Kees.

During the past quarter, this team of civilian and military fire fighters have worked effectively under extremely stressful, dangerous, and high-pressure situations. These individuals responded to 235 emergency calls this quarter, coping effectively with risk and uncertainty. (DPW)

National Quality Month

The month of October is National Quality Month. National Quality Month was initiated in 1984 by the American Society for Quality through a joint resolution by Congress and proclamation by President Ronald Reagan. This special focus makes quality a national priority through ongoing development, advancement, and promotion of quality concepts,

principles, and techniques. In 1984, we referred to quality in terms of control, technology improvement and incentives to reduce rework or cycle time. Then, no one talked about quality as a management responsibility, because someone was either hired or an office was appointed to respond to problems about quality. Today, we talk about quality in terms of excellence because managing quality has evolved in that direction.

Today, identifying strategic issues, setting goals, and developing action plans linked to the strategic intent of the organization is necessary. We have come a long way from the buzzwords of Total Quality Management (TQM) and the old quality circles (Remember those! Employees were expected to solve problems that no one else could). Quality is truly about "how" to manage an organization with a core focus on excellence and continuous improvement. These are ideals that we should celebrate during National Quality Month. (SPO)

Hood Hero 2002

29 Oct – Officers' Club, 1130-1300

Nomination due 9 Oct

Sliced Ham, Sliced Turkey Breast, Salami, Sliced Cheese, Egg Quarters, Potato Salad, Cole Slaw, Assorted Crackers, Assorted Kaiser Rolls, Tea, Coffee

Tickets are **\$7.50** and are available 10 – 23 Oct, Bldg 1001 Rm W316

Hood Hero 2003

31 Jan; Nominations due 10 Jan

29 Apr; Nominations due 8 Apr

1 Aug; Nominations due 11 Jul

31 Oct; Nominations due 10 Oct

All awards luncheons are 1130-1300 at the Fort Hood Officers' Club